

# Northeast Region Labor Market Analysis

The Northeast Region is situated northeastern portion of the State of Missouri. Counties included in the Northeast Region are: Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby and Warren.

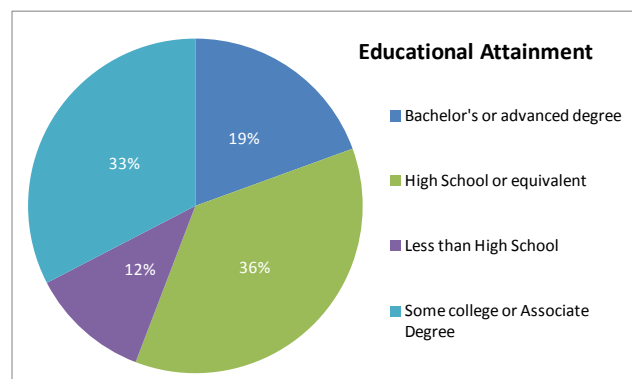
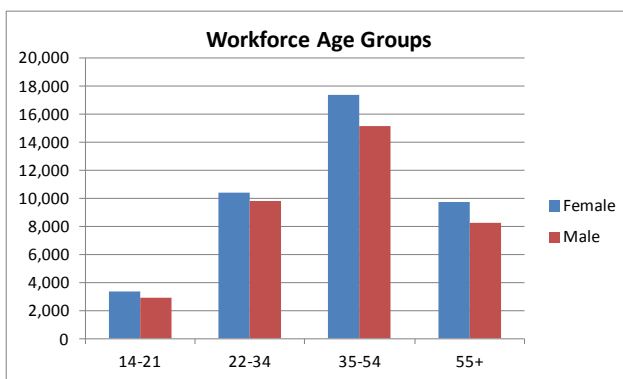
This region includes several major cities such as Kirksville, Hannibal, Moberly and Warrenton. Several of Missouri's major highways cross through this region. Interstate 70 crosses the southern part of the region. In addition, Highway 63 and Highway 61 run north/south and Highway 24, Highway 54, Highway 36 and Highway 136 run east/west, allowing a great deal of travel through the area.

## Workforce

The total population of the Missouri workforce is 2,671,013, and the Northeast Region is home to 76,989, or 2.9%, of the state's workforce. The age group for workforce is defined as 14 years or more. The county with the largest population is Marion County, with 12,969, followed by Lincoln County with 10,685.

The population of the workforce is aging. In the Northeast Region, 23.41% of the workforce is age 55 or older. The percentage for the state is lower, with an average of 21.44% for the same age group.

The education attainment rate for the Northeast Region is the same as the average for Missouri. In the Northeast Region, 88% of the workforce has a high school diploma or higher, compared to 88% for the state. The number of those who have not obtained a high school diploma is 12% in the Northeast Region and 12% statewide.



Source: MERIC WIA County Demographics compiled from LEHD data ([missourieconomy.org/regional/index.stm](http://missourieconomy.org/regional/index.stm))

## Missouri Labor Supply & Demand

The Missouri Labor Supply & Demand Analysis Report, published March 2015, takes job seeker information from people who registered with jobs.mo.gov during 2014 and compares it to employer job ads during the same time period. *Healthcare* and *Transportation* have the highest gaps, while *Construction/Related* and *Production* have the largest surplus of workforce.

Northeast WIA	Total	Health Care & Related	Transportation	Business & Sales	Science & Technology	Other Services	Food Service	Management & Support	Production	CIMR*
# Job Ads	6,574	1,341	1,084	1,053	317	504	431	1,160	221	463
% Job Ads	100.0%	20.4%	16.5%	16.0%	4.8%	7.7%	6.6%	17.6%	3.4%	7.0%
# Jobseekers	6,833	632	558	596	173	438	445	1,754	991	1,245
% Jobs Sought	100.0%	9.3%	8.2%	8.7%	2.5%	6.4%	6.5%	25.7%	14.5%	18.2%
<b>Gap</b>		<b>11.1%</b>	<b>8.3%</b>	<b>7.3%</b>	<b>2.3%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>-8.0%</b>	<b>-11.1%</b>	<b>-11.2%</b>

\*CIMR = Construction, Installation, Maintenance & Repair

Source: Missouri Labor Market Supply & Demand Analysis, March 2015

## Commuting Patterns

Commuting patterns tell us a great deal about a region. In the Northeast Region, a majority of the workforce commutes to a different county to work. In fact, over half the workforce in 14 of the 16 counties in the region leave the county where they live for employment. In addition, 47.2% of the workforce leaves the Northeast Region for employment. From these facts, we can conclude that most persons commute to a different county within the Northeast Region for employment, while a high number also commute outside the region.

Percent of Employees Working Outside of Home County			
Adair	32%	Montgomery	67%
Clark	66%	Pike	53%
Knox	74%	Ralls	77%
Lewis	66%	Randolph	55%
Lincoln	73%	Schuyler	82%
Macon	61%	Scotland	65%
Marion	48%	Shelby	54%
Monroe	73%	Warren	80%

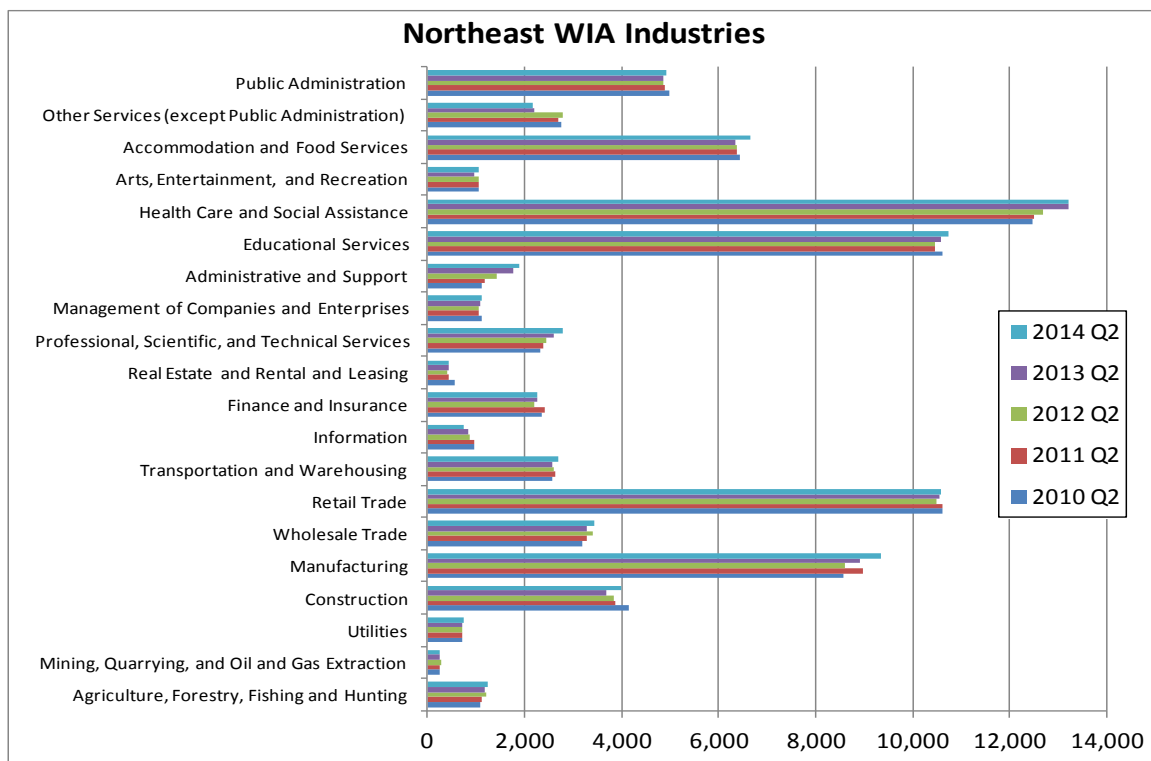
Source: US Census Bureau, Center for Economic Studies, LEHD, On the Map (onthemap.ces.census.gov)

## Industries

The chart illustrates the changes in employment in the Northeast Region by industry during the 5 year period. Data is not available for some industries and/or years Industries because the data does not meet the US Census Bureau standards for publication (employers and/or employees may be identified due to the limited number of businesses in that industry). Industries employing the most people at the end of the second quarter of 2014 (most recent data available) are *Health Care and Social Assistance*; *Educational Services* and *Retail Trade*. Employment in these industries equals 43% of the total employment available for reporting purposes in the region.

Some industries experienced overall employment growth over the last 5 years. The highest levels of employment growth are seen in the industries of *Administrative and Support*; *Health Care and Social Assistance*; and *Manufacturing*. Other industries saw decreasing employment numbers during the same 5 year period. *Other Services (except Public Administration)* and *Information* are the industries with the highest employment decreases.

The largest employers in the Northeast Region are in a variety of industries, including state government and universities, along with many private sector firms such as; health care with **Moberly Regional Medical Center, Hannibal Regional Hospital and Northeast Regional Medical Center**; processing operations at **General Mills** and **Kraft Foods**; distribution centers such as **Walmart**; manufacturers such as **Watlow Missouri, Bodine Aluminum, BASF, Cerro Flow Products, Ameriwood Industries** and **SAF-Holland, Inc.**; and food manufacturing at **Con Agra Foods**.



Source: US Census Bureau, QWI Explorer Application ([qwexplorer.ces.census.gov](http://qwexplorer.ces.census.gov))

## Occupations

In *The ABCs of Missouri Career Grades 2012-2022*, letter grades are assigned to 800+ occupations based on the total job openings and average wage of the occupation. Job openings include both new growth (jobs added to the workforce) and replacements (vacancies created by employees moving to a different occupation or retiring). Projections are made for each occupation on a statewide basis as well as each of the regions. Therefore, a job may be graded differently in the statewide projections and each region based on the openings and wages for specific areas of the state.

In the Northeast Region, approximately 27,000 job openings are projected between 2012 through 2022. Most of the job openings, over 17,000 are projected in the Grade B category. Many of the job openings are in entry level occupations, such as *Cashiers; Food Preparation and Serving Workers; Waiters and Waitresses; Retail Salespersons; Laborers; Customer Service Representatives* and *Office Clerks*.

Each occupation is also classified in the Now, Next and Later categories. A “Now” job would require short- to moderate-term on-the-job training lasting no more than 12 months. “Next” occupations generally require an Associate’s degree or substantial vocational training lasting more than one year. “Later” occupations usually require a bachelor’s or advanced degree and in addition to specific work experience.

Northeast WIA - Good Outlook Careers				
	Title	Grade	Openings	Average Wage
NOW	Cashiers	B	1,432	\$18,370
	Combined Food Preparation & Serving Workers, Including Fast Food	B+	937	\$17,476
	Waiters and Waitresses	B	883	\$17,799
	Retail Salespersons	B	878	\$26,983
	Laborers & Freight, Stock & Material Movers	B+	542	\$23,566
	Customer Service Representatives	B+	489	\$29,327
	Office Clerks, General	B	487	\$26,883
NEXT	Heavy and Tractor-Trailer Truck Drivers	A	616	\$34,954
	Registered Nurse	A	409	\$48,823
	Nursing Assistant	B	381	\$20,809
	First-Line Supervisors of Food Preparation and Serving Workers	B+	293	\$24,517
	Licensed Practical and Licensed Vocational Nurses	B+	239	\$34,092
	Maintenance and Repair Workers, General	B+	236	\$31,148
	Cooks, Restaurant	B+	233	\$18,940
LATER	General and Operations Managers	A	503	\$64,957
	Secondary School Teachers, Except Special & Career/Technical Ed.	B+	353	\$39,253
	Elementary School Teachers, Except Special Education	B+	240	\$38,753
	Child, Family, and School Social Workers	A	211	\$30,763
	Substitute Teachers	B	193	\$21,332
	Accountants & Auditors	B+	157	\$46,710
	Educational, Guidance, School and Vocational Counselors	B	135	\$35,133

Source: The ABCs of Missouri Career Grades 2012-2022, Northeast Region

MERIC also prepares a document listing the top 20 occupations based on the number of job openings for each region, and the *Northeast Region Top Openings* is attached.

Another source for identifying in-demand occupations is through real-time data. A tool called Burning Glass compiles information from job postings on over 38,000 sites into a database that can be queried to find information on jobs. This information provides insight on the jobs employers are currently hiring, occupations that are in-demand and skills that employers require for employees.

The Missouri Real-Time Labor Market Summary compiles information queried through Burning Glass. Briefs are published for the State of Missouri, and for each region. Since the brief is published every other month, the information is always current. The most recent publication is attached to this summary.

Below is a list of the top 25 occupations posted in job ads by employers in the Northeast Missouri Region in calendar year 2014.

Burning Glass -- Top Job Postings in 2014	
Occupation	Job Postings
*+Heavy and Tractor-Trailer Truck Drivers	745
*+Retail Salespersons	356
*+Registered Nurses	331
First-Line Supervisors of Retail Sales Workers	189
*+Combined Food Preparation and Serving Workers, Including Fast Food	174
*+First-Line Supervisors of Food Preparation and Serving Workers	169
*+Laborers and Freight, Stock, and Material Movers, Hand	146
*+Customer Service Representatives	135
+Maintenance and Repair Workers, General	132
Sales Representatives, Wholesale and Manufacturing	114
Merchandise Displayers and Window Trimmers	103
Medical and Health Services Managers	89
Light Truck or Delivery Services Drivers	87
*+Nursing Assistants	78
Stock Clerks- Stockroom, Warehouse, or Storage Yard	76
*Childcare Workers	76
Food Service Managers	73
+Licensed Practical and Licensed Vocational Nurses	69
Physical Therapists	67
*+Cashiers	65
Production Workers, All Other	61
*Tellers	58
Hairdressers, Hairstylists, and Cosmetologists	56
Driver/Sales Workers	51
Middle School Teachers, Except Special and Career/Technical Education	50

Source: Labor Insight/Burning Glass Occupation Data

\*Occupation on projected top 20 Northeast Region Top Openings list

+Occupation listed as Northeast Region Good Outlook Career in Career Grades

Within the sources of information for employment projections and in real-time data in job ads, we see many of the occupation titles repeated, especially in the Now and Next categories. Reviewing the data found in multiple sources helps to validate the need for these occupations.

March 2015